Manitoba

Annual Report
2009 - 2010

Aboriginal and Northern Affairs

His Honour the Honourable Philip S. Lee, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2010.

Respectfully submitted,

Eric Robinson
Minister

Manitoba
Aboriginal and Northern Affairs

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Honourable Eric Robinson
Minister
Aboriginal and Northern Affairs
Room 344, Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2010. I am pleased to report that the Department continues to make progress on provincial priorities and wish to highlight a few of these areas:

The Department made substantial progress on the negotiation and implementation of Treaty Land Entitlement. Under the existing TLE agreements, First Nations may select or purchase a total of 1,423,110 acres. By the end of the fiscal year, March 31, 2010, Manitoba had transferred 504,887 acres or 36% of the total to Canada.

Aboriginal and Northern Affairs made progress in closing the gap in critical infrastructure and programs that impact on community health and safety. ANA provided communities with capital allocations for needed infrastructure upgrades and equipment as well as the necessary training with a priority on community health and safety. At March 31, 2010, the Department completed upgrades to 14 water treatment plants and work is in progress for another 5 for a total of 19 out of 38 water treatment plants. To year end, the Department also upgraded 18 of 28 wastewater treatment facilities.

This Department provides financial support to the Life Saving Society of Manitoba to deliver water training sessions for youth of all ages with the goal of participants attaining the Lifesaving Society's nationally recognized Swim to Survive® skills. In 2009/10 programs were delivered to a total of 37 communities. A total of 610 children and youth were registered in the Swim to Survive classes. Five hundred and ninety people were registered for the BOAT course in 31 of the 37 communities visited with 551 graduating. The First Aid/CPR program attracted 491 people of which 404 were certified following the final FA/CPR-A exam.

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The Department in partnership with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health and Healthy Living, Manitoba Conservation and Healthy Child Manitoba, continues to address issues of food security and affordability in the north. Five partners and other independent projects assisted to deliver Northern Healthy Foods Initiatives (NHFI) activities in over 60 communities. Activities included gardening, greenhouse operations, workshops and conferences, nutrition awareness, school nourishment programs, Revolving Loan Freezer Program, small livestock production, educational DVDs and traditional hunting, gathering and fishing. There were over 500 gardens planted, 17 greenhouses in various stages of operation, 3 refrigeration units are being used at east side airports to store perishable food as part of the Federal Food Mail Program and 6 communities are involved in raising chickens, turkeys and goats. One of the highlights of this initiative is the enthusiastic participation of community leaders and residents. Without their efforts, this project could not have such good success.

I would like to take this opportunity to thank you for your leadership and support for the many initiatives that include enhancement of the education, health, housing, economic development and employment opportunities. These initiatives and partnerships support our objectives to close the gap in social and economic circumstances between Aboriginal people and northern Manitobans and other Manitobans in order to achieve an improved quality of life for Aboriginal people and northern Manitobans. Our efforts in these areas contribute to the self-determination and sustainability of Aboriginal and Northern Affairs and First Nations communities.

Respectfully submitted,

Harvey Bostrom
Deputy Minister

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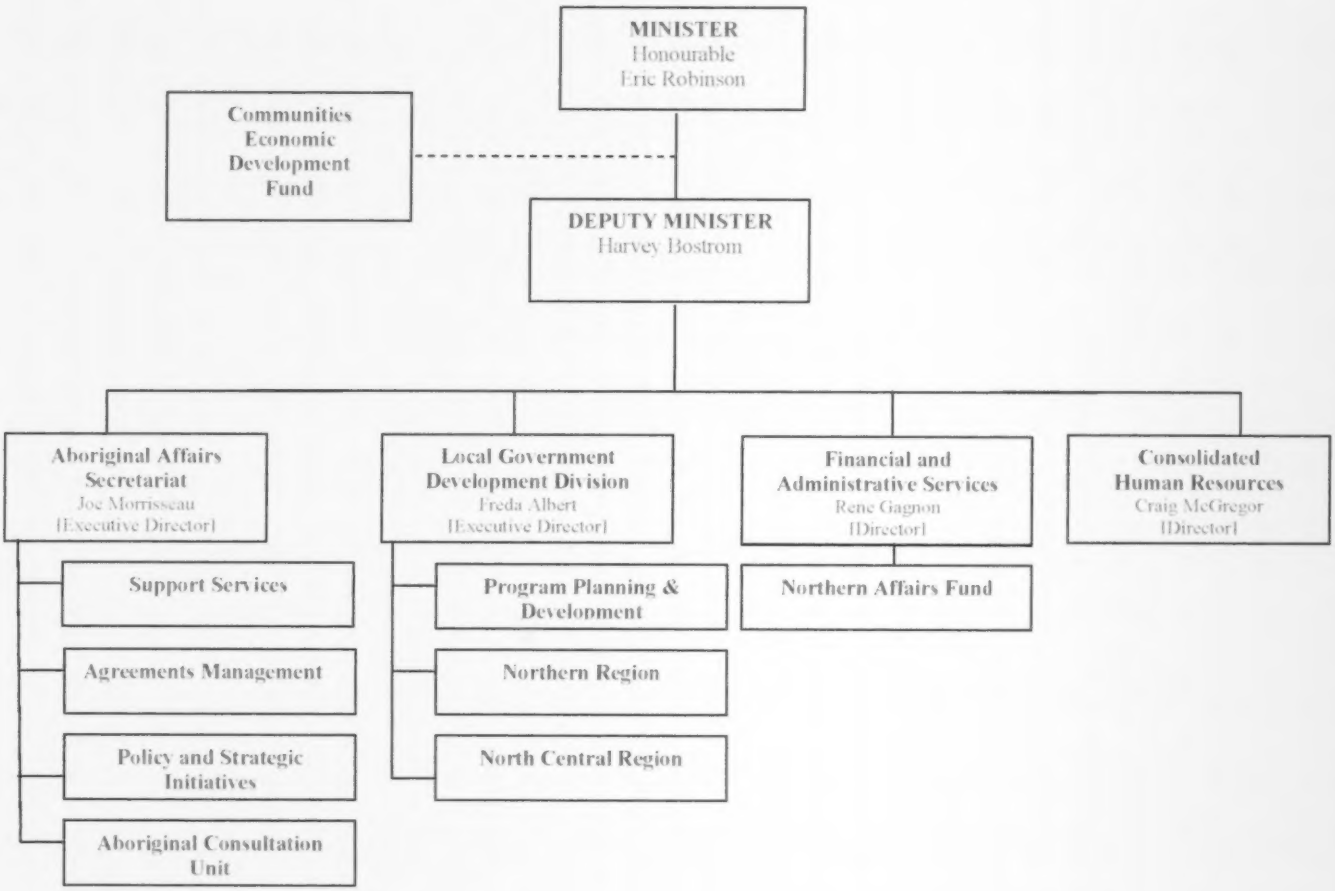
Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2010



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of Departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern Manitobans.

Departmental Mission

Better services, opportunities and results for Aboriginal and northern Manitobans.

Departmental Goals

Closing the Gap
Closing the socio-economic gaps between Aboriginal and northern residents and other Manitobans specifically in the areas of education, health, housing, economic opportunities and employment.

Meeting Constitutional Obligations and Provincial Responsibilities
To fulfill Constitutional obligations and other provincial responsibilities to Aboriginal and northern communities.

Community Development
Healthy, safe and successful northern communities.

Self-Determination
Autonomous, accountable and sustainable Aboriginal and northern communities.

Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2010, there were 50 Aboriginal and Northern Affairs communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minister has municipal authority.

Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the Department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction for the development of programs and policies, the implementation of Departmental programs, and the collaboration and coordination across government with departments and agencies. The Deputy Minister also advocates for the development of good relations and partnerships with the federal government, the Aboriginal communities and organizations as well as the private sector. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with effective access to government by providing contact with members of Cabinet and by providing information regarding government programs and the provincial staff contacts for those programs.

The Department supports government-wide initiatives such as the Northern Development Strategy and the Northern Hydro Training Initiative which is a long-term plan to develop human resources in the North. The goal is to create opportunities for social and economic changes that benefit all northerners. At the heart of the strategies is the belief that the priorities, strengths and experiences of northerners must be an integral part to further northern development.

Various divisions of the Department are involved in Aboriginal specific policy and program development and program delivery as well as consultation with the Aboriginal communities and organizations in Manitoba.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Minister's Salary	19	1.00	46	(27)	
Total Expenditures	**19**	**1.00**	**46**	**(27)**	

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	895	14.00	912	(17)	
Other Expenditures	259		261	(2)	
Total Expenditures	**1,154**	**14.00**	**1,173**	**(19)**	

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The Branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the Department. The human resource function for the Department is included in this Branch (see Consolidated Human Resource Unit Section for details on the Departmental human resource function).

Financial and Administrative Services manages the Northern Affairs Fund. The Fund maintains two bank accounts to support and/or administer several programs for the benefit of northern communities. The objectives of the Fund are further described on pages 14 and 15 of this report.

The Director of Financial and Administrative Services fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* and *The Public Interest Disclosure (Whistleblower Protection) Act*. The Director also provides French Language Services for the Department required by *The French Language Services Act*.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the Department as delegated by government statutes/regulations and policies.
- To provide financial advice and support services to assist the Departmental divisions in the achievement of their goals and objectives.
- To ensure that all Departmental financial activities adhere to government regulations, policy, and guidelines including writing/amending Departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all Departmental programs to Departmental managers.
- To prepare the Departmental estimates.
- To prepare the Department's annual report and quarterly cashflow projections including variance explanations.
- To manage and provide financial management/comptrollership of the "Northern Affairs Fund".

- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of Departmental non-compliance.

- All support services were provided within established service standards.

- Advice provided resulted in:
  - the allocation of financial resources so that the maximum benefit was obtained,
  - the purchasing of goods and services in an economical, efficient and effective manner.

- Policies and procedures were reviewed and amended on a priority basis.

- Responded to all FIPPA requests per the requirements of the legislation.

- All financial matters that pertain to the Northern Affairs Fund were monitored and in compliance with the government and departmental policies.

- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

The Department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefits anticipated through this initiative are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

Aboriginal and Northern Affairs continues to strive to achieve the targets set out in the government wide initiative.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The Department of Aboriginal and Northern Affairs is pleased to report that during the 2009–2010 fiscal year there were no issues/matters pertaining to any section of this Act.

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	491	6.00	435	56	
Other Expenditures	117		107	10	
Total Expenditures	**608**	**6.00**	**542**	**66**	

Consolidated Human Resources Branch

Objective/Mandate

The Consolidated Human Resource Services Branch (CHR) provides guidance and support in human resource management and pay and benefit services for the Department of Aboriginal and Northern Affairs and Manitoba Infrastructure and Transportation. The CHR Branch Director reports to two Deputy Ministers and one Associate Deputy Minister. CHR, through the delivery of strategic human resource planning and management, focuses its services in recruitment and retention, pay and benefits administration, labour and employee relations, training and development, and employment equity and diversity. Starting in fiscal year 2010-11, the CHR Branch will be realigned with the Civil Service Commission.

The CHR Branch provides service out of two offices located in Winnipeg and Thompson. The Winnipeg office has an HR Consultant who provides services to the Local Government Development Division office in Winnipeg and the Aboriginal Affairs Secretariat. The Thompson office has an HR Consultant who provides services to the Local Government Development Division offices in Thompson, The Pas and Dauphin and the Finance and Administration Division. The Thompson office also has two Pay and Benefits Administrators who provide services to the entire Department of Aboriginal and Northern Affairs. The Thompson office reports to the CHR Branch Director and is the only Human Resource Services Branch in the North.

2009-2010 Activities/Highlights Specific to Aboriginal and Northern Affairs

- Provided ongoing guidance and support to management on organizational review and structural design matters.

- Represented the Department in collective agreement bargaining with the Manitoba Government Employees Union (MGEU).

- Provided guidance and advice to management on labour relations including appropriate action and negotiating settlements in order to resolve issues before the formal grievance stage.

- Maintained attendance and payroll records for 93 employees on the corporate human resource/payroll system (SAP) and provided counseling and information on retirement, death benefits, long term disability and lay-off to employees/family members.

- Assisted the Department in developing and implementing the Training and Needs Assessment Project and delivered information sessions to all staff on the Employee Continuous Learning Development Program (ECDP). ECDP is an employee driven competency-based program designed to align individual expectations and development plans with the Department's goals and objectives.

- Conducted an employment equity self-declaration survey to all employees in the department.

- Coordinated the department's involvement and support for one employee to participate in the CSC's Aboriginal Management Development Program.

- Twenty-nine staff attended courses offered through the Civil Service Commission's Organization and Staff Development in 2009-10.

- Fifty-two workshop sessions (76 days) were attended by ANA staff in 2009-10.

- Approximately four days of in-house training were offered to ANA staff in 2009-10.

2009-10 Service Volumes

2009-10 Human Resource Staffing Activities	
11	New appointments processed
19	In-service appointments processed
12	Competitive appointments processed (excludes terms) – 11 open, 0 closed, 1 internal
18	Direct appointments processed (excludes terms)
	Position classification reviews no longer completed by Human Resources
0	Grievances, Classification Appeals, Selection Appeals, Human Rights Complaints

- Revised Staffing Request Form to include divisional employment equity representation and provincial benchmark goals.

- Job descriptions, vacancy advertisements and all other recruitment documents are continually reviewed for consistency and clarity and to ensure that they are free of barriers.

- Assisted the Department in developing and implementing a Persons with Disabilities Strategic Plan in response to the Civil Service Commission's Provincial Civil Service Diversity Strategy (PCSDS). PCSDS's goal is to increase person with disabilities representation across the Department.

- Developed an implementation plan for the Employment Equity and Diversity Strategic Plan that is directly aligned with the Civil Service Commission's PCSDS. The Action Plan places value on diversity and includes various activities within five strategic areas:

    - Recruitment
    - Hiring
    - Development and Promotion
    - Retention
    - Diversity Management

Active participation and outreach in the Aboriginal, visible minority and persons with disabilities organizations. This includes continued sponsorship and partnership building with various designated group organizations and education facilities.

In 2009-10, CHR and Department staff promoted the Department as an employer of choice and provided information on career and employment opportunities at 13 career fairs and one trade show throughout the province.

The increase in Aboriginal representation from 48 to 52 employees was due to new and continued employment equity initiatives. An increase in staff from 90 to 93 caused the percentage of Visible Minority and Persons with Disability to decrease very slightly.

Department Employment Equity representation as at March 31, 2010

EMPLOYMENT EQUITY GROUP	2007-08 EMPLOYEES	2007-08 %	2008-09 EMPLOYEES	2008-09 %	2009-10 EMPLOYEES	2009-10 %
Female	55	60.4%	55	61.1%	52	55.9%
Aboriginal	47	51.6%	48	53.3%	52	55.9%
Visible Minority	0	0.0%	3	3.3%	3	3.2%
Disabled	2	2.2%	3	3.3%	3	3.2%
Total Employees	91	2.2%	90	3.3%	93	3.2%

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage sub-division levies and various northern programs/projects administered by Aboriginal and Northern Affairs for other government departments and other agencies.

The second account is the "Taxation Account". This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with Departmental policies for the development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.
- To provide accounting and trust services in support of the delivery of various government programs.
- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.
- To administer the Municipal Employee Benefits Program for northern communities.

- To administer the Community Audit Program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.

- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.

- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Fund for 2009/2010 was $30,144,742. The major sources of revenue were:

  $17,375,412 from Aboriginal and Northern Affairs' appropriations;
  $4,419,030 from other Department appropriations;
  $2,350,856 in tax revenue;
  $2,366,275 in General Grant Assistance funds distributed to northern communities and First Nations in Manitoba;
  $507,672 collected in Service Levy fees from 18 cottage subdivisions in northern Manitoba.

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees in 26 northern communities.

- During the fiscal year ending March 31, 2010, the Department received audits for the 2008/09 fiscal year. Of the 33 communities requiring an audit opinion, 29 communities received an unqualified audit and 3 received a qualified audit. There was 1 audit denial.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	244	4.00	248	(4)	
Other Expenditures	49		51	(2)	
Total Expenditures	**293**	**4.00**	**299**	**(6)**	

Local Government Development

Freda Albert - Executive Director

The Executive Director advises the Minister and Deputy Minister on matters related to policy and program development and implementation and the delivery of municipal services and infrastructure in the unorganized territory. Programs and Operational Support develops and facilitates inter-departmental partnerships that support community and economic development in northern Manitoba. It also supports the development of local government and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of three operational units - the Northern Region, the North Central Region and the Program Planning and Development Branch, collectively referred to as the Local Government Development Division.

The Local Government Development Division supports and facilitates the provision of municipal services and infrastructure in 50 designated communities in the unorganized territory of northern Manitoba. The Division is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three objectives:

Good Governance – To support the development of responsible local government through elected community councils and the effective and efficient delivery of municipal services.

Improved Quality of Life – To promote safe and healthy communities with a focus on safe drinking water, protection of the environment, recreation and wellness programs that meet local needs, public safety and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate development initiatives that are community-driven, sustainable and collaborative, in partnership with community councils and other provincial departments, jurisdictions and organizations.

Activities during 2009-10 in support of these three objectives included:

Community Consultation

- Regional workshops were held February 17th to 19th 2010 in Thompson and February 23rd to 25th in Winnipeg for members of community councils and community administrative staff. Approximately 80 participants representing 39 communities participated. The Northern Association of Community Councils (NACC) also participated in each workshop with a half day devoted to NACC agenda items.

- The theme of the North Central workshop in Winnipeg was *Safe and Healthy Communities* with an agenda that included presentations on Workplace Safety and Health, the RCMP Aboriginal Shield Program, programs offered by the Manitoba Fitness Council, the Northern Water Safety Program and a session on council's role in providing fire service. Attendees also received a briefing on accounting changes required to comply with new standards recommended by the Public Sector Accounting Board (PSAB), the new Capital Program Loans Act as well as an overview of the structure and function of the Crown Land and Property Agency. The audience was also addressed by the Minister of Community Development and Housing.

- The theme of the North Region workshop was *Empowering Communities* and it too had a packed agenda including presentations on Housing, the Workers' Compensation Board, the Crown Lands and Property Agency, economic development, gang intervention strategies in the North, community development, Workplace Safety and Health and the Loan Authority Act. Presentations were also delivered by the Office of the Fire Commissioner and the Ombudsman's Office.

- At the Northern Association of Community Councils' 39th Annual General Assembly, the Department hosted a one day information session for community mayors, council members and administrative staff on August 19, 2009. The theme for the morning was *Partnerships in Emergency Preparedness* and the session included presentations on community pandemic preparedness, community 911 service, Workplace Safety and Health and requirements for building inspections. In the afternoon the group was addressed by a representative of the Ombudsman's Office speaking about their publication entitled *Understanding Fairness*. The day was capped off with a presentation by the Aboriginal Affairs Secretariat on the new provincial Métis Policy.

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment, and offers consulting services and support for the development of project planning and delivery capacity at the community level. Enhancing infrastructure in northern communities has a direct impact on the quality of life and opportunities for community economic development.

- In the 2009-10 fiscal year, the following projects (exclusive of studies or surveys) were completed or at a stage of substantial performance by year end:

  - Crane River Fire Hall
  - Meadow Portage Rural Pipeline
  - Waterhen Lagoon
  - Sherridon Waste Water Treatment Plant
  - Wabowden Administration Building
  - Brochet Fuel Tank

- One major project – the Cross Lake Administration Building and Fire Hall was in progress at year end:

- The Department provided its annual contribution of $3.0 million to O-Pipon-Na-Piwin Cree Nation to fulfill obligations under the Infrastructure Renewal Agreement entered into as part of the establishment of a reserve at South Indian Lake.

19.2 (b-1) Programs and Operational Support

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	210	3.00	235	(25)	
Other Expenditures	95		86	9	
Community Operations	9,874		9,874	-	
Regional Services	478		478	-	
Grants	323		323	-	
Northern Healthy Foods Initiative	585		585	-	
Capital Grants	5,148		5,069	79	
Community Capital Support	252		534	(282)	
Total Expenditures	**16,965**	**3.00**	**17,184**	**(219)**	

Northern and North Central Regions

The Local Government Development Division serves 50 designated communities through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The Division is responsible for the provision of consulting and advisory services related to the planning, administration and delivery of municipal services and capital projects. Other responsibilities include the coordination of service delivery by other provincial government departments and strategic partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

Staff working out of the regional offices and sub-offices delivered the following programs throughout the fiscal year:

Municipal Administration Program

The Division's Municipal Development Consultants provided on-going support throughout the year to elected councils and community administrative staff in areas of accounting and administration, planning, financial management and reporting.

- Of 33 audits performed on the 2008-09 community financial records there was only 1 audit denial, 3 qualified audits and 29 unqualified audits.

- A workshop for Community Administrative Officers was hosted by the Department in Winnipeg on February 2nd to 4th, 2010. Approximately 26 participants from communities in both the North and North Central Regions attended.

- In addition to being a good networking opportunity for Community Administrative Officers, the workshop had a full agenda with the first day being dedicated to discussing compliance with the Public Sector Accounting Board (PSAB) changes to be implemented by March 31, 2010. The second day began with a professional development workshop on managing personal and work related stress and ended with more information and a "hands-on" learning session on the PSAB accounting changes. The final day of the workshop touched on numerous areas including delivering effective presentations, Workplace Safety and Health, contract employee relationships and changes to the Community Election Officials Handbook.

Environmental Services Program

Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority. Environmental Services Consultants continued to work with communities to maintain water and wastewater services and solid waste disposal sites and to assist with the resolution of any operating issues as they arose.

A major component of the Environmental Services Program is the water treatment and wastewater treatment upgrading program. The upgrading strategy, based on engineering studies conducted between 2001 and 2003 originally planned to be fully complete over a 10 year period. This schedule has been extended due to significant cost escalation. Aboriginal and Northern Affairs is addressing water systems on a highest priority basis. Pre-design reports, funding applications, designs and project delivery are ongoing.

Water and Wastewater Infrastructure

- To year end, upgrades are complete for 14 of 38 water treatment plants and 18 of 28 wastewater treatment facilities. During the 2009-10 fiscal year construction was completed or substantially completed on the Waterhen lagoon and the Sherridon wastewater treatment plant.

Water & Wastewater Operator Certification

- The certification of water and wastewater operators in compliance with provincial regulations remains a challenge in terms of both the training of operators from remote locations and the retention of qualified operators. The Department continues to look for and explore viable training options. Increases to wages for certified operators were implemented in 2008-09 to both motivate operators to achieve certification and to help retain qualified operators.

- To year-end, the overall percentage for completion of training for water and wastewater operators in the Northern Region was 40% and 32% for the North Central Region. These percentages reflect operator certification at various levels for all systems – collection, distribution and treatment.

- The North Central Region facilitated a training opportunity for water operators in the region in collaboration with Workplace Education Manitoba and Departmental staff assisted with the development of a program for water and wastewater treatment operators for delivery by University College of the North in cooperation with Red River College in 2010-11.

Public Works Program

Technical and Public Works Consultants work with community councils and their public works employees on an on-going basis to facilitate the optimum maintenance of community infrastructure and development of community self-sufficiency in the public works area.

- Annual audits are made of community infrastructure and deficiencies identified. The infrastructure audit for 2009-10 resulted in 34 of 39 communities (87%) receiving a grade of C (satisfactory) or better.

Workplace Safety and Health

- As part of the WPSH legislative requirements Departmental Consultants continue to conduct inspections of community workplaces and work with communities on the development of prevention plans including implementation of procedures in conformance with regulations, accessibility of personal protective equipment and maintenance of training records.

- Information and training opportunities have been delivered throughout the year to community public works employees, elected officials and administrative staff to increase awareness of required safety practices.

Public Works Employee Workshops

- Sixteen participants attended a workshop held January 18th to 20th for public works employees from communities in the North Central Region. Day one of the workshop and the morning of day two were devoted to Workplace Safety and Health issues including workplace hazardous material information systems, transportation of dangerous goods, trench cage assembly, confined space awareness and electrical safety and the proper use of test meters. The balance of day two saw presentations on water sampling and water treatment, wastewater treatment – operating guidelines, sampling procedures and licensing. A presentation on waste disposal grounds regulations and upcoming waste reduction and recycling support levies rounded out the day. Day three was a professional development day and consisted of a session dealing with difficult people and ways to defuse confrontations.

- A workshop was held January 26-28, 2010 for 17 public works employees from communities in the North Region. The workshop was a combination of hands-on sessions and presentations. The hands-on portion included a half day of basic plumbing, an hour of trench cage assembly and a half day of small engine repair. The information sessions included presentations from Manitoba Conservation on waste disposal and waste water requirements, Manitoba Water Stewardship on drinking water guidelines, Manitoba Health on Public Health Regulations, Aboriginal and Northern Affairs (Finance Department) on the Municipal Employees Benefits Program, ALS on Partial Shock Chlorination, and a seminar on Communication Skills in the workplace.

- A pilot public works employee training initiative was launched in March 2009 in partnership with the community of Ilford. The initiative involves one-on-one instruction to repair items identified in the community's most recent infrastructure audit. In addition to training the public works employee on specific maintenance skills the initiative will also address managing the maintenance process – establishing priorities, planning and budgeting.

Community and Resource Development Program

Community and Resource Development Consultants continue to work with community officials and representatives on the implementation of economic development strategies based on identified local opportunities.

- Staff continues to monitor the Community Development Officer (CDO) pilot project and mentor CDOs in Seymourville, Camperville, Cross Lake and Norway House.

- The Department continues to support and encourage community participation in Capturing Opportunities (formerly Rural Forum) and Vision Quest.

- In November 2009 the University College of the North (UCN) launched a new program aimed at giving First Nations communities throughout Manitoba some of the tools needed for long-term economic stability. The Community Development and Administration Program (CDA) is the result of collaboration between Manitoba Aboriginal and Northern Affairs, Keewatin Tribal Council, Swampy Cree Tribal Council and Manitoba Keewatinowi Okimakanak Inc. Twenty-seven students from various administrative and community economic development back grounds enrolled in the program including two Community Administration Officers, two Community Development Officers and one administrative support staff all from communities within our jurisdiction.

- Seymourville and Manigotagan have given third reading to Development Plans and Zoning By-laws, these documents will guide councils and development within their respective boundaries in an orderly manner. Both communities worked hard on the developing these land use documents as they took numerous community and council meetings to complete.

Protective Services Program

Protective services consultants continued their work with communities to make them a safer place to live. These activities encompassed emergency planning, fire protection and policing. Services, including training and equipment, are provided for in collaboration with the Office of the Fire Commissioner, EMO and the RCMP. Protective services consultants in collaboration with the Office of the Fire Commissioner began doing fire inspections of public facilities in communities as mandated by legislation.

Fire Program Training and Equipment

- Training took place in Bissett in June of 2009 and in Thompson in the Fall of 2009 for Brochet and God's Lake Narrows.

- To year end 123 firefighters from 18 communities had been trained to Level I fire fighting.

- One tender for a new truck for Crane River was awarded in June of 2008 and was delivered early in the 2009-10 fiscal year.

Constable Program

- This past February (2010) the University College of the North (UCN) presented its second offering of the band/community constable three week training course. The training was held in The Pas from February 8th to 26th, 2010. This year, 28 constables from 14 First Nation and three Aboriginal and Northern Affairs (ANA) communities attended the training.

- UCN took over the role as band/community constable trainer from the RCMP in 2009. Moving the training to UCN allowed for greater flexibility in the training schedule and course outline. It also provided a northern venue for the training that is closer to the communities of the attending constables. This training is now part of the education programs offered through UCN.

- The three community graduates were from Brochet, Cormorant and the area serving Bissett, Manigotagan and Seymourville.

Emergency Planning

- A plan has been developed to assist communities prepare for inclusion in a provincial 911 system and work began on civic addressing and delivery of the required emergency communication equipment.

- Through a combination of one-on-one consultation and regional group workshops the Department supported communities with the development of emergency plans as required by legislation.

Recreation and Wellness Program

Recreation Consultants work in partnership with community recreation staff and elected representatives, other departments, agencies and stakeholders to promote recreation and wellness programming, provincial initiatives and the recommendations of the Healthy Kids, Healthy Futures Task Force.

The second edition of the *Recreation Director's Handbook – A practical guide for recreation delivery in Aboriginal communities* was published in September 2008 with a companion series of posters promoting physical activity, volunteerism and recreation was published in March 2009 in collaboration with Manitoba Culture, Heritage, Tourism and Sport, Manitoba Health and Healthy Living and Sport Manitoba.

Regional staff provided training on the recreation handbook to community people at various venues during the year including the Northern Manitoba Recreation Association, Northern Links Recreation and Wellness Workshop, Northern Regional Workshops and in individual communities. There is a commitment to continue providing formal training on the hand book at least twice per year.

Northern Links – Recreation Workshop

- The Department hosted the 12th Annual Northern Links Recreation and Wellness Workshop from September 14-18, 2009. This workshop targeted recreation/health leaders and volunteers from northern and Aboriginal communities. Participating communities included Cross Lake, Norway House, Pikwitonei, Thicket Portage, Sherridon, Moose Lake, Camperville and Barrows.

Programs and Partnerships

The Department promoted recreation and health programs and provincial initiatives to communities throughout the year.

- There are currently 21 registered communities *in motion* (2 registered 09/10)
- 4 communities with Lighthouse Programs; 5 additional communities applied for a Lighthouse Program in 2009-10
- 12 communities approved for Canadian Tire Jump Start Program Kits (all 09/10)
- 4 communities approved for *in motion* grants
- 4 communities approved for Chronic Disease Prevention Initiative grants
- 2 communities approved for sports equipment through Sport Manitoba
- A new partnership was formed with the City of Thompson, a local fitness and martial arts studio, the Manitoba Fitness Council and the recreation leadership instructor for University College of the North. These partners are working together with the objective of training certified fitness instructors for northern communities.

19.2(b-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	1,000	15.00	1,044	(44)	
Other Expenditures	371		353	18	
Total Expenditures	**1,371**	**15.00**	**1,397**	**(26)**	

19.2(b-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	1,038	15.00	982	56	
Other Expenditures	271		294	(23)	
Total Expenditures	**1,309**	**15.00**	**1,276**	**33**	

PROGRAM PLANNING AND DEVELOPMENT (PPD)

The Program Planning and Development Branch provides consistent policy and program development as well as support for strategic and operational planning and performance measurement; also communication services, resource material development, research and analytical capability in support of local government and community development.

Program Planning and Development Branch staff is assigned to all program areas and is responsible for program review and innovation. In addition to support provided to specific program areas, the Branch achieved the following during 2009-10:

Election Officials Handbook

- An updated Election Officials Handbook was published in October of 2009. The revisions were necessary as a result of the enactment on April 9, 2009 of the *Community Councils Election Regulation* M.R. 71/2009.

Northern and Remote Water Smart Initiative

- This program funded by Aboriginal and Northern Affairs and delivered to northern communities by the Life Saving Society of Manitoba provides in-water training sessions for youth of all ages with the goal of participants attaining the Lifesaving Society's nationally recognized Swim to Survive® skills. Instructors also offer Boat Operator Accredited Training (B.O.A.T.) and issue permanent Transport Canada approved – Pleasure Craft Operators (PCO) licenses. Classes and certification in First Aid/CPR Level A are also available.

- A year round program was introduced in 2009. The expanded program being delivered through the school system includes ice and sled safety.

- In 2009 programs were delivered in a total of 37 communities. A total of 610 children and youth were registered in the Swim to Survive classes. Five hundred and ninety people were registered for the BOAT course in 31 of the 37 communities visited with 551 graduating. The First Aid/CPR Program attracted 491 people of which 404 were certified following the final FA/CPR-A exam. In addition to these programs, personal floatation devices (PFDs) were distributed to each of the communities through the provincial PFD Loaner Program.

- The program being delivered in Manitoba has received national and inter-national recognition as a best practice.

Northern Healthy Foods Initiative (NHFI)

- The Department along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health, Manitoba Healthy Living, Youth and Seniors, Manitoba Conservation and Healthy Child Manitoba continue to work together through a management committee on implementation of the Northern Healthy Foods Initiative.

- Five partners and other independent projects assisted to deliver NHFI activities in over 60 communities. Activities included gardening, greenhouse operations, workshops and conferences, nutrition awareness, school nourishment programs, Revolving Loan Freezer Program, small livestock production, educational DVDs and traditional hunting, gathering and fishing. There were over 500 gardens planted, 17 greenhouses in various stages of operation, 3 refrigeration units are being used at east side airports to store perishable food as part of the Federal Food Mail Program and 6 communities are involved in raising chickens, turkeys and goats.

- The Revolving Loan Freezer Program that provides up front funding to service delivery organizations where low income freezer recipients pay back the cost of the freezer over time is now considered "revolving" in two service areas in the north. Over 340 freezers in 18 communities have been purchased to date.

- A project delivered by Frontier School Division that integrates food/plant science curriculum and activities into northern schools was invited to present to the United Nations Commission on Sustainable Development. As a practical example selected out of 60 examples from over 30 countries the project demonstrated: how formal education can contribute to sustainability; how whole communities can contribute to sustainable practices; how other communities can duplicate the project; and how Aboriginal communities contribute and benefit from sustainability projects.

Northern Youth Empowerment Initiative (NYEI)

- This is a program that provides access to new opportunities for northern youth. Programs like the Cross Lake Army Cadet Corps which the NYEI supports are having a profound impact on individual youth and their community.

- Outcomes we are seeking include: an overall decrease in conditions such as suicide, addictions and gang involvement; reduction of criminal activity and increased community safety; increased life options/opportunities for youth; improved school attendance and completion rates; improved labour force outcomes and; enhanced citizen involvement. These outcomes can be realized by giving youth a chance to build self-esteem and experience success.

- Over the past year, support has been provided for the following youth programs:
  - Cross Lake Army Cadet Corps
  - Aboriginal Youth ICT Challenge
  - Camperville Youth Centre – Music and Language Program
  - Guiding Circles Program – West Region Child and Family Services
  - Traditional camp – Fisher River First Nation
  - RCMP Feed the Children – Shamattawa
  - Cormorant Tae Kwon Do Club

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	582	8.00	578	4	
Other Expenditures	145		133	12	
Total Expenditures	**727**	**8.00**	**711**	**16**	

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's four Branches - Policy and Strategic Initiatives, Agreements Management, Aboriginal Consultation Unit and Support Services are focused on efforts to improve quality of life for Aboriginal and northern Manitobans and to promote a relationship of mutual understanding, trust and respect between the provincial government and Aboriginal and northern Manitobans.

The Secretariat influences policy and development of initiatives to create positive change in government and communities and supports development in Aboriginal and northern communities by providing financial and technical resources.

The Secretariat assists First Nations and northern communities with self-government agreements and the negotiation and implementation of settlement agreements related to hydro-electric development in northern Manitoba, treaty land entitlement and other land-related matters.

The Secretariat ensures that Manitoba meets its legal and Constitutional responsibilities to consult with First Nation and Aboriginal communities before making decisions that might affect the exercise of Treaty or Aboriginal rights.

Objectives:

- To influence development and delivery of policies, programs and services that result in safe, healthy and secure environments.
- To conclude agreements related to the adverse effects of hydro-electric development, treaty land entitlement and other land-related matters.
- To fulfill provincial obligations and meet responsibilities resulting from agreements and other initiatives.
- To ensure that consultations on government decisions that might affect the exercise of Treaty or Aboriginal rights are conducted in a meaningful way.
- To increase community confidence, knowledge and leadership skills.
- To develop meaningful partnerships between Aboriginal and northern people and all levels of government.
- To build a workforce representative of Aboriginal and northern people.
- To promote a more sustainable entrepreneurial and community economic environment.

- To provide administrative management services, technical research and special project support for the Secretariat.

The program specific activities are provided under separate headings.

Support Services

Activities:

- Provided the Department with coordination and monitoring of information technology activities.
- Provided Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, human resource services, management reporting, information technology management, and administrative support services.
- Provided Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Coordinated and monitored Departmental information technology activities for adherence to standard government policies and practices.
- Financial resources allocated for the maximum benefit.
- Efficient and effective use of human resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	388	6.00	373	15	
Other Expenditures	86		79	7	
Total Expenditures	**474**	**6.00**	**452**	**22**	

Agreements Management

To negotiate and coordinate the fulfillment of Manitoba's obligations under hydroelectric development, treaty land entitlement and other land and natural resources related agreements.

Activities:

Established and maintained working relationships with provincial government departments, other jurisdictions, various organizations and other interests in support of agreement efforts that impact municipalities, aboriginal communities and First Nations.

Continued settlement agreement discussions relating to the adverse effects of hydroelectric developments with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake, Thicket Portage and Pikwitonei.

Continued the negotiation of the Land Exchange Settlement Agreement (Salt Point Road/PR 276) with Skownan First Nation.

Began without prejudice negotiations with the Nunavut Inuit for the settlement of Inuit claims to land and harvesting rights in northeast Manitoba.

Sought and secured approval to negotiate terms with the Sayisi Dene for a Manitoba land contribution toward resolution of the Sayis Dene's relocation claim with Canada.

Continued discussions with OPCN relating to the formation of the South Indian Lake Resource Management Board.

Continued the negotiation and implementation of Manitoba's obligations under the Northern Flood Agreement (NFA) with Cross Lake First Nation through yearly Action Plans worth approximately $5.6 million each year.

Coordinated and/or participated in the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Continued implementation activities related to NFA Comprehensive/Master Implementation Agreements (CIAs/MIAs) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasihk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Coordinated and/or participated in the land transfer process for lands designated to be reserve under NFA CIAs/MIAs.
- Coordinated and/or participated in the land transfer process for fee simple lands.

Continued implementation activites related to the four Grand Rapids Forebay Agreements (Chemawawin Cree Nation, Easterville Community, Moose Lake Community and Mosakahiken Cree Nation),

Continued participation on the Cedar Lake, Moose Lake, Cormorant, Split Lake, Nelson House, York Factory, Norway House and Fox Lake Resource Management Boards and the Nelson River Sturgeon Management Board.

Continued implementation responsibilities related to the Fox Lake Cree Nation Impact Settlement Agreement:

- Fee simple land transfers.
- Continued participation on the Harmonized Gillam Development Committee and Land Use Planning Committee with Manitoba Hydro and Fox Lake Cree Nation.

Continued involvement with Canada and O-Pipon-Na-Piwin Cree Nation (OPCN) community residents in planning and effecting the transfer of lands within the community to be set apart as reserve.

Continued implementation of nine Treaty Land Entitlement (TLE) Agreements (29 Entitlement First Nations) between Manitoba, Canada and the signatory First Nations. totaling 1,423,110 acres.

- Worked with Canada, the Entitlement First Nations, the Treaty Land Entitlement Committee, provincial departments, provincial agencies and various stakeholders to resolve and address land selection and related issues.
- Provided information regarding the implementation of provincial TLE to provincial departments, municipalities and other stakeholders, including the Manitoba Lodges and Outfitters Association.
- Continued to meet with the TLE First Nations to assist with the land transfer process.

Coordination of and participation in northern development activities and initiatives:

- Participated with provincial departments and external agencies on the Board of Directors for the Churchill Northern Studies Centre.

Major Accomplishments include:

- As of March 31, 2010, Manitoba has transferred approximately 504,887 acres of Crown land and residual interests in acquisition land to Canada relating to provincial obligations under Treaty Land Entitlement. Aboriginal and Northern Affairs continues to support the federal commitment (August 2006) to convert 150,000 acres of Crown land to reserve land each year for four years.

- Secured approval to enter into without prejudice negotiations with the Nunavut Inuit for the settlement of Inuit claims to land and harvesting rights in northeast Manitoba.

- Secured approval to provide Crown land, with conditions, to the Sayisi Dene as Manitoba's contribution toward settlement of the Sayisi Dene's relocation claim with Canada.

- Manitoba and Manitoba Hydro continue to work with Cross Lake First Nation on implementing the NFA through yearly Action Plans worth approximately $5.6 million each year. The Community Information Office continues to offer information on NFA implementation and related efforts, the yearly Action Plans, claims and various employment opportunities to Cross Lake residents.

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	507	7.00	540	(33)	
Other Expenditures	447		127	(5)	
Recovery from Enabling Vote	(325)		-	-	
Agreements Implementation	4,606		1,281	3,325	
Total Expenditures	**5,235**	**7.00**	**1,948**	**3,287**	

Policy and Strategic Initiatives

The Policy & Strategic Initiatives Branch promotes innovative policy and program development through the identification of needs, assets, and aspirations of Aboriginal and northern Manitobans. The Branch provides support to policy and program development through the timely provision of accurate and relevant information, and through the development of partnerships with the Aboriginal communities/organizations, other government departments, other levels of government, and the private sector. In addition, Policy & Strategic Initiatives:

- works with Aboriginal communities and organizations, government departments, agencies, other levels of government and industry to develop policies and programs that enhance and promote the well being of Aboriginal and northern Manitobans;
- negotiates and implements self-government options;
- provides and leverages financial and technical resources in support of Aboriginal capacity building initiatives;
- fosters and communicates in a manner that contributes to a relationship founded on mutual understanding, trust and respect among provincial government and Aboriginal and northern Manitobans;
- brings focus to quality of life issues facing Aboriginal Manitobans; and
- provides a global perspective to other departments of progress toward achieving improvements to the quality of life for Aboriginal and northern Manitobans.

ACTIVITY INDENTIFICATION:

Policy and Strategic Initiatives Branch took the lead in coordinating a government wide strategy and framework for a ten year initiative on Manitoba's priority designed to close the gaps in well-being and quality of life that exists between Aboriginal and northern residents and other Manitobans.

In 2009/10 Branch activities in support of improving Aboriginal education and early childhood development included:

- participation with Manitoba's Education departments in the renewal of the Aboriginal Education Action Plan;
- contribution as a member of Healthy Child Manitoba with Early Childhood Development (ECD) , the Interdepartmental Program and Planning Committee, Manitoba Children's Agenda Coordinating Group and the Provincial Healthy Child Advisory Committee;
- partnering with federal and First Nations stakeholders on regional approaches to closing gaps in educational outcomes, i.e. School Improvement Project; and
- supported and participated in cross-departmental youth initiatives.

In support of improving health and well-being outcomes for Aboriginal people, Policy and Strategic Initiatives:

- participated in the planning and delivery of the Northern Healthy Foods Initiative;
- promoted and supported negotiation and mediation processes of the Intergovernmental Committee on First Nations Health and Health Integration Initiative;
- as a Board Member, supported the Neewin Health Care Inc. with continued development of regional health care services in the Island Lake communities; and
- worked with Manitoba Health/Healthy Living and various government and community stakeholders to support the implementation of a provincial youth suicide prevention strategy, *Reclaiming Hope,* that included a special focus on Aboriginal youth.

With regard to housing and infrastructure, the Branch:

- worked with Manitoba Urban Native Housing Association, other departments and governments to advocate, develop options and increase activities on Aboriginal housing in Manitoba; and
- worked with Shamattawa First Nation and the federal government on the first phase (mould remediation) of redeveloping the local arena into a community recreation and youth resource centre.

In order to make more economic opportunities available for Aboriginal people, Policy and Strategic Initiatives:

- in partnership with the Department of Education, Training and Youth, provided funding to Partners for Careers for a store front operation in Winnipeg and a partnership with the Manitoba Association of Friendship Centres to facilitate placement of Aboriginal graduates into career-related job opportunities;
- administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants;
- continued implementing elements of the Strengthening Aboriginal Participation in the Economy (SAPE) strategy through Aboriginal Employment Partnership Agreements with public and private sector employers;
- continued to provide assistance with Aboriginal internship programs within the Civil Service Renewal Strategy;
- administered an agreement with the Assembly of Manitoba Chiefs, including financing provisions, relating to the First Peoples Economic Growth Fund;
- completed work on a Métis Economic Strategy with the Manitoba Métis Federation and the Government of Canada, and began work on one of the priorities to establish a Métis Economic Development Fund;

- continued overseeing the final year of the Aboriginal component of the five - year Winnipeg Partnership Agreement with coordination of the Aboriginal Partnership Committee to review proposals and recommend funding of projects in support of healthy families, education and training, and economic development within the urban Aboriginal population;
- continued development of the Manitoba Aboriginal Apprenticeship and Trades Project, in conjunction with the Manitoba Apprenticeship Branch, the Aboriginal Human Resources Council, and Aboriginal stakeholder organizations.

Within the Departmental goal of meeting constitutional obligations and responsibilities, Policy and Strategic Initiatives continued work on:

- a planning committee work with Office of the Treaty Commissioner and the Assembly of Manitoba Chiefs to promote greater understanding of treaty obligations by holding a Treaty Days event at the Legislative Building;
- Various committees and groups related to the federal Bill C-8: *Family Homes on Reserves and Matrimonial Interests and Rights Act*, the United Nations Declaration on the Rights of Indigenous Peoples and the draft Declaration of the Rights of Indigenous Peoples from the Organization of American States.

To foster autonomous, accountable and sustainable Aboriginal and northern communities under the objective of Self-Determination:

- Assumed a leading role in tripartite processes representing the provincial government in discussions and negotiations on Aboriginal self-government and federal/provincial cooperative arrangements for Aboriginal peoples in forum such as:
    - the Sioux Valley First Nation self-government negotiations on the development of a Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
    - the Tripartite Agreement and process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg; and
    - the Métis self-government negotiations with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis.

- Completed a draft framework of a Manitoba Métis Policy to fulfill one of the recommendations of the Aboriginal Justice Implementation Committee. The consultation process involved Métis organizations and communities throughout the seven regions of the Manitoba Métis Federation to obtain their views regarding principles to guide the policy. Workshops with provincial departments and a Métis Policy Summit with federal participation in January 2010 also informed the development of the draft Métis Policy framework.

- Administered the Aboriginal Development Program by:
  - Receiving Business Plans and disbursing core funding to the Aboriginal organizations;
  - Providing funding to the Manitoba Métis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
  - Assessing project proposals and disbursing grants for community-based projects benefiting Aboriginal communities.

- Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues and served as the chair-province for provincial/territorial discussions on Aboriginal issues.
- Continued to support Manitoba government's federal-provincial relations processes in preparation for meetings of the Western premiers and of the Council of the Federation.

Other general program support activities consisted of:

- Responding to requests from other departments to review policies, programs and proposals and provide advice on matters that may concern Aboriginal Manitobans;
- Coordinating information and providing reports to decision-makers on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations;
- Providing support and information to the Aboriginal Issues Committee of Cabinet; and
- Providing data/statistics and related analysis, as well as general information on the Aboriginal population to other departments and to organizations external to the provincial government.

Major Accomplishments include:

- The approved 2009/10 budget for the Aboriginal Development Program (ADP) was $2,781,800. It supported operating costs for eight Aboriginal organizations: Manitoba Keewatinook Ininew Okemowin, Southern Chiefs Organization, Assembly of Manitoba Chiefs, Manitoba Métis Federation, Mother of Red Nations, Manitoba Association of Friendship Centres, which includes 11 Friendship Centres throughout the province, the Manitoba Sport & Recreation Council and the Manitoba Association of Aboriginal Languages. It also supports costs for two Tripartite Agreements between Canada, Manitoba and the Manitoba Métis Federation and the Aboriginal Council of Winnipeg.
- This amount also includes the Small Grants Component of the ADP which supports capacity building activities of community-based organizations. In 2009/2010, the ADP Fund supported 42 small projects.

- The approved 2009/10 budget for the Aboriginal Economic and Resource Development (AERD) Fund was $1.4 million. The AERD Fund supports projects that demonstrate an ability to achieve improved well-being for Aboriginal Manitobans. Priority is given to projects that address the critical employment situation for Aboriginal people and to projects that assist in addressing the goals of the Northern Development Strategy. In 2009/2010, the AERD Fund supported 41 projects. The total budgeted value of the projects was $ 12,708,310.89. Total revenue leveraged from sources other than provincial government for the AERD projects was $10,125,426.89

- As a member of the Regional Aboriginal Women's Gathering Planning Committee, the Department held the second of four gatherings in Thompson in November 2009. The gatherings provide an opportunity for community members to participate and identify priority areas important to their communities. The recommendations from this, as well as from future gatherings will inform Manitoba's priorities as they relate to the National Aboriginal Women's Summit (NAWS) process and strategic action plan.

- Aboriginal and Northern Affairs, with input from other departments, developed a framework for efforts in the four priority policy areas of Closing the Gap, a ten-year initiative to reduce disparities between Aboriginal and non-Aboriginal Manitobans.

- The Department continues to administer an agreement with the Assembly of Manitoba Chiefs for a First Nations Economic Development Fund which was incorporated in October 2007 as the "First Peoples Economic Growth Fund". The Fund had its Grand Opening in September 2008 and has been in operation since then. The agreement is for a period of five years and $4,572.0 was provided in 2009/10.

- Manitoba and the Manitoba Métis Federation, along with the government of Canada, are jointly working on the implementation of the Métis Economic Strategy. A Métis Economic Development Table, with Ministerial representatives from Manitoba and Canada and Portfolio Chairs from the Manitoba Métis Federation, met regularly to provide direction. A Métis Economic Development Fund has been identified as a priority for early implementation.

- Manitoba and the Manitoba Métis Federation came to an understanding on the terms and conditions regarding work on a Manitoba Métis Policy, which has led to the signing of a Participation Agreement that will guide joint work on this priority. It is anticipated that the policy will enhance the relationship that exists between Manitoba and the MMF leading to an increased effectiveness in the way that both broad government initiatives and devolved provincial programs are delivered. A phase of extensive consultation with Métis organizations and communities was initiated.

- The Department of Aboriginal and Northern Affairs is a co-funder of the Partners for Careers Program (PFC). The objective of this program is to assist Aboriginal graduates in Winnipeg and Aboriginal job seekers in rural Manitoba, in moving into careers involving full-time work. The Centre for Aboriginal Human Resource Development (CAHRD) provides placement services in Winnipeg, while ten Manitoba Friendship Centres serve those who reside in communities outside the greater Winnipeg area. The office of the Executive Director operates a storefront information centre in the Murdo Scribe Centre, at 510 Selkirk Avenue, and serves as a signpost to a broad range of programs, services, and agencies. The office also produces the "Guide to Winnipeg for Aboriginal Newcomers" – a pocket-sized guide to essential services in Winnipeg for rural and northern people moving to the City.

  Total financial support for the PFC Program is $1,139.0 with $444.2 from Canada (HRSDC) and $707.0 from Manitoba; Education, Citizenship and Youth and Competitiveness, Trade and Training ($507.0). Aboriginal and Northern Affairs contributed $200.0.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	989	11.00	968	21	
Other Expenditures	531		353	178	
Aboriginal Development Programs	3,056		3,032	24	
Aboriginal Economic and Resources Development Fund	1,256		1,400	(144)	
Partners For Careers	200		200	-	
First People's Economic Growth Fund	4,572		4,545	27	
Total Expenditures	**10,604**	**11.00**	**10,498**	**106**	

Aboriginal Consultation Unit

The Aboriginal Consultation Unit works to ensure that Crown-Aboriginal consultations are conducted in a meaningful way with First Nation, Métis and other Aboriginal communities about government decisions that might affect the exercise of Aboriginal and Treaty rights.

The mandate and role of the Unit is to:

- Facilitate Crown-Aboriginal consultations on proposed large-scale projects;
- Develop an overall government strategy on Crown-Aboriginal Consultations, including an internal process for addressing 'day-to-day' activities that require Crown-Aboriginal consultations;
- Provide education and training to government departments on Manitoba's constitutional duty to consult; and
- Inform and educate First Nations and Aboriginal communities about Manitoba's Interim Policy and Guidelines for Crown Consultations with Aboriginal peoples to ensure a common understanding.

Activities:

The Aboriginal Consultation Unit has maintained staffing levels at two Facilitators, the Director and one Administrative Assistant and continues with the following:

- Assists provincial departments on a number of Crown-Aboriginal consultations.
- Initiates and participates in the Crown Consultation Steering Committee's consultation planning process for a number of proposed projects in Manitoba.
- Assists with monitoring and updating the education course entitled *Duty to Consult: Crown-Aboriginal Consultations - The Way Forward* for all government departments. This course is delivered in partnership with Manitoba Civil Service Commission's Organizational Staff Development (OSD) Branch and is currently following up on a number of possible areas for course development.
- Currently, the two-day course provides provincial employees, whose work may infringe Treaty and Aboriginal rights, with a working knowledge of Manitoba's *Interim Policy and Guidelines for Crown Consultations with Aboriginal Peoples*. Those guidelines support the interim policy, Treaty and Aboriginal rights and foster the skills required to conduct Crown-Aboriginal consultations.

- The course has been delivered to approximately 165 Civil Servants to date and is now delivered on a quarterly basis (September to June) to staff within government.

- In efforts to capture more participation of civil servants, alternative options for the delivery of this course are being considered.

- Delivers community presentations as requested by individual communities.

- Provides secretariat support to the Crown-Aboriginal Consultation Interdepartmental Working Group.

- Implemented an engagement strategy with First Nations and Métis communities and organizations on the role of the Aboriginal Consultation Unit and Manitoba's *Draft Policy and Guidelines on Crown Consultations with Aboriginal Peoples*.

- Contributed to the development and finalization of an *Interim Policy for Crown Consultations with First Nations, Métis Communities and Other Aboriginal Communities*. Further developed templates to assist government departments in the implementation of Crown-Aboriginal consultations.

- Contributed to the development of the Crown Aboriginal Participation Fund (CAPF) which is a $5M fund over a five year period that is intended to assist communities' participation in specific Crown consultations.

Major Accomplishments:

Initiated and completed a number of large scale Crown consultation processes throughout the province through the implementation of the *Interim Policy for Crown Consultations with Aboriginal Peoples*.

Completed and continue to monitor the development of the OSD course entitled *Duty to Consult: Crown-Aboriginal Consultations*. Approximately 165 civil servants have attended the course since its introduction.

Established community cost guidelines to support the implementation of Crown-Aboriginal consultations.

Assisted in the development of policy, guidelines and templates for the implementation and recording Crown-Aboriginal consultations undertaken by provincial government departments.

Participated in the development of the Manitoba Government's internal website entitled *Manitoba Crown-Aboriginal Consultation Resources*. The website has been designed to assist government staff in accessing tools to support the process of Crown-Aboriginal consultations and was introduced in January, 2010.

19.2(C-4) Aboriginal Consultation Unit

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	288	4.00	313	(25)	
Other Expenditures	171		188	(17)	
Total Expenditures	**459**	**4.00**	**501**	**(42)**	

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund (CEDF) is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba)* whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under three program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisheries Loan Program provides capital to the commercial fishing industry, assisting fishers with the purchase or repair of fishing equipment and the purchase of quota entitlements, and investing in processing, handling, and marketing facilities. The program is available to licensed Manitoba commercial fishermen as well as to Manitoba based businesses handling solely products harvested or grown in the province.

CEDF delivers community economic development based programming including technical assistance to local entrepreneurs, and to community development corporations and economic development offices. In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract.

CEDF is managed by a Board of Directors which in reports to the Minister Responsible for the CEDF Act, currently the Minister of Aboriginal and Northern Affairs.

Details of the CEDF programs, and its Annual Report and detailed Financial Statements are available at its website www.cedf.mb.ca .

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	$	Variance Over (Under)	Expl. No.
Total Expenditures	**1,515**		**1,515**	-	

Amortization of Capital Assets

This represents the amortization of the Department's computer equipment provided by Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2009/2010 $	Estimate 2009/2010 FTE	Estimate 2009/2010 $	Variance Over (Under)	Expl. No.
Total Expenditures	141		142	(1)	

Financial Information

Reconciliation Statement

DETAIL	2009/2010 ESTIMATES
2009/2010 Main Estimates	$37,684
2009/2010 ESTIMATES	$37,684

Department of Aboriginal and Northern Affairs

Expenditure Summary

For fiscal year ended March 31, 2010 with comparative figures for the previous year.

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-1 Aboriginal and Northern Affairs Executive				
46	a) Minister's Salary	19	27	(8)	
	b) Executive Support				
912	Salaries	895	851	44	
261	Expenditures	259	273	(14)	
1,173		1,154	1,124	30	
1,219	**Total 19-1**	**1,173**	**1,151**	**22**	

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations				
	a) Financial and Administrative Services				
435	Salaries	491	359	132	
107	Expenditures	117	116	1	
542		608	475	133	
	b-1) Programs and Operational Support				
235	Salaries	210	248	(38)	
86	Expenditures	95	98	(3)	
9,874	Community Operations	9,874	9,806	68	
478	Regional Services	478	478	-	
323	Grants	323	323	-	
585	Northern Healthy Foods Initiative	585	585	-	
5,069	Capital Grants	5,148	9,822	(4,674)	
534	Community Capital Support	252	-	252	
17,184		16,965	21,360	(4,395)	
	b-2) Northern Region				
1,044	Salaries	1,000	832	168	
353	Expenditures	371	359	12	
1,397		1,371	1,191	180	
	b-3) North Central Region				
982	Salaries	1,038	909	129	
294	Expenditures	271	309	(38)	
1,276		1,309	1,218	91	

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	b-4) Northern Affairs Fund				
248	Salaries	244	210	34	
51	Expenditures	49	57	(8)	
299		293	267	26	
	b-5) Program Planning and Development				
578	Salaries	582	501	81	
133	Expenditures	145	143	2	
711		727	644	83	
	c-1) Support Services				
373	Salaries	388	344	44	
79	Expenditures	86	82	4	
452		474	426	48	
	c-2) Agreements Management				
540	Salaries	507	512	(5)	
127	Expenditures	447	525	(78)	
-	Recovery From Enabling Vote(26-1)	(325)	(436)	111	
1,281	Agreements Implementation	4,606	1,266	3,340	1
1,948		5,235	1,867	3,368	

1 This increased expenditure in 2009-10 is due to a liability adjustment required for the Cross Lake and Norway House community's compensation agreements.

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	c-3) Policy & Strategic Initiatives				
968	Salaries	989	865	124	
353	Expenditures	531	370	161	
3,032	Aboriginal Development Programs	3,056	3,037	19	
1,400	Aboriginal Economic and Resources Development Fund	1,256	1,825	(569)	
200	Partners for Careers	200	200	-	
4,545	First Peoples Economic Development Fund	4,572	3,858	714	
10,498		10,604	10,155	449	
	c-4) Aboriginal Consultation Unit				
313	Salaries	288	290	(2)	
188	Expenditures	171	197	(26)	
501		459	487	(28)	
1,515	d) Communities Economic Development Fund	1,515	1,506	9	
36,323	**Total 19.2**	**39,560**	**39,596**	**(36)**	

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
142	19-3 Amortization of Capital Assets	141	143	(2)	
142	**Total 19-3**	**141**	**143**	**(2)**	
37,684	**TOTAL EXPENDITURES**	**40,874**	**40,890**	**(16)**	

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

For fiscal year ended March 31, 2010 with comparative figures for the previous year.

Estimate 2009/2010 $(000's)	Appropriation	Actual 2009/2010 $(000's)	Actual 2008/2009 $(000's)	Increase (Decrease) $(000's)	Explanation No.
1,219	19-1 Aboriginal and Northern Affairs Executive	1,173	1,151	22	
36,323	19-2 Aboriginal and Northern Affairs Operations	39,560	39,596	(36)	
142	19-3 Amortization of Capital Assets	141	143	(2)	
37,684	**Total**	**40,874**	**40,890**	**(16)**	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation ($000's)

For years ending March 31, 2006 - March 31, 2010

Actual/Adjusted Expenditures

Appropriation	2005-2006 FTE	2005-2006 $	2006-2007 FTE	2006-2007 $	2007-2008 FTE	2007-2008 $	2008-2009 FTE	2008-2009 $	2009-2010 FTE	2009-2010 $
Aboriginal and Northern Affairs Executive	15.00	1,136	15.00	1,109	15.00	1,128	15.00	1,151	15.00	1,173
Aboriginal and Northern Affairs Operations	66.50	23,009	69.50	23,031	79.00	37,565	79.00	39,596	79.00	39,560
Acquisition/Construction	4.00	8,046	4.00	9,720		-		-		-
Amortization of Assets		175		170		168		143		141
Total Expenditure	**85.50**	**32,366**	**88.50**	**34,030**	**94.00**	**38,861**	**94.00**	**40,890**	**94.00**	**40,874**

Department of Aboriginal and Northern Affairs

Revenue Summary by Source ($000's)

For year ended March 31, 2010 with comparative figures for the previous fiscal year

Actual 2008/2009	Actual 2009/2010	Increase (Decrease)	Source	Actual 2009/2010	Estimate 2009/2010	Variance	Expl. No.
			Other Revenue:				
			a) Sundry				
1	-	(1)	Recoveries From Community Councils	-		-	
110	116	6	Chief Place of Residency	116	130	(14)	
111	116	5		116	130	(14)	
			Government of Canada:				
84	75	(9)	a) Northern Flood	75	100	(25)	
195	**191**	**(4)**	**TOTAL DEPARTMENT**	**191**	**230**	**(39)**	

PERFORMANCE REPORTING

The following section provides information on key performance measures for the department for the 2009-10 reporting year. This is the third year in which all Government of Manitoba departments have included a Performance Measurement section, in a standardized format, in their Annual Reports.

Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well-being / economic success of Aboriginal people in Manitoba, as measured by: (a)the difference between Aboriginal and non-Aboriginal median incomes for individuals age 15 and over; and (b) the difference between median employment incomes between Aboriginal and non-Aboriginal individuals aged 15 and over	Income is a key indicator of economic success, potential standard of living and the ability to provide more than the basic necessities of life. The difference in median income levels is an indication of the relative well-being of Aboriginal and non-Aboriginal people. The difference in median employment incomes focuses on the gap in employment incomes.	Median income for: Aboriginal individuals age 15 and over: $13,979* Non-Aboriginal individuals age 15 and over: $24,270* Gap = $10,291 Median Employment Income for: Aboriginal individuals age 15 and over: $25,843* Non-Aboriginals age 15 and over: $33,553* Gap: $7,710	Median income for: Aboriginal individuals age 15 and over: $15,246 Non-Aboriginal people age 15 and over: $ 25,614 Gap = $10,368 Median Employment Income for: Aboriginal individuals age 15 and over: $26,588 Non-Aboriginals age 15 and over: $33,136 Gap = $6,548	Looking at the 1996, 2001 and 2006 Census results, the trend in median incomes has been stable over time. This is a population-wide measure that is slow to change. In the 1996 Census, Aboriginal people age 15 and over had a median income of $10,408* as compared to $19,524* for non-Aboriginals. Gap = $9,116. The reduction in the gap in median employment incomes between 2000 and 2005 has been substantial.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence median income levels. Income levels vary greatly among Aboriginal groups (i.e., First Nations, Metis and Inuit).

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
		* Amounts are for 2000, in constant dollars, adjusted for inflation in 2006. Source: Census 2006 with figures adjusted for inflation.	Amounts are for 2005 Source: Census 2006	The gap for those with full-time, full-year earnings in 2005 is even smaller: $5,577 (Non-Aboriginal: $37,232 vs. Aboriginal: $31,655) Gap: $5,577	
Well-being / economic engagement of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal unemployment rates for individuals age 25 - 54.	Engaging Aboriginal people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Aboriginal people in Manitoba. The difference in unemployment rates provides one indicator of their relative participation in the labour market and economy and is a strong indicator of standard of living and well-being. The goal is for this gap to decrease over time.	According to the 2001 Census, Aboriginal people age 25 - 54 had an unemployment rate of 17.2% as compared to the non-Aboriginal unemployment rate of 3.6%. This reflects a difference of 13.6 percentage points.	According to the 2006 Census, Aboriginal people age 25 - 54 had an unemployment rate of 13.4% as compared to the non-Aboriginal unemployment rate of 3.2%. This reflects a difference of 10.2 percentage points.	It is difficult to assume a trend from two data points. The decline in the unemployment rate gap is significant, which is encouraging. Unemployment rates have decreased in absolute terms for both groups since 2001 due to the strength of the economy over the period in question.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence unemployment rates. Unemployment rates vary greatly among Aboriginal groups (i.e., First Nations, Metis and Inuit). Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well being / educational attainment of Aboriginal people in Manitoba, as measured by the difference between the proportion of Aboriginal and non-Aboriginal people age 25 - 64 with a high school graduation certificate or greater.	Educational attainment affects the standard of living and general level of well-being of individuals and families. The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Aboriginal people in Manitoba. The goal is to see this gap decrease over time.	Statistics Canada changed the method for collecting data on Aboriginal education outcomes. This has resulted in a re-establishment of the baseline to 2006. Previous baseline: According to the 2001 Census, 44.0% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 64.0% for non-Aboriginal people. This reflects a difference of 20.0 percentage points. Note: Given changes made to the Census questions related to education previous results are not comparable to 2006 figures.	According to the 2006 Census, 59% of Aboriginal people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Aboriginal people. This reflects a difference of 24 percentage points. Between the 2001 and 2006 Census, the number of Aboriginal people that have attained a Bachelor's Degree have increased by 53% compared to 9.3% for Non-Aboriginal. The number of Master's degree for Aboriginal people has increased by 82% vs. 25% for Non-Aboriginal. Trade certificate /Diploma have increased by 9.5% for Aboriginal peoples vs. a decrease of 7.5% for Non-Aboriginal	Given changes made to the Census questions related to education, 2001 results are not comparable to 2006 figures. Over time, when additional data becomes available, using this new question format, we may be able to see whether a trend is developing. Levels of educational attainment vary greatly across and within Aboriginal groups and place of residence (on/off reserve). Between the 2001 and 2006 Census surveys there has been an impressive increase in the number of Aboriginal respondents with post-secondary credentials.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence educational attainment. Levels of educational attainment vary greatly among Aboriginal groups. (i.e., First Nations, Metis and Inuit). Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years. For the period report there was an overall loss of tradespersons in Manitoba due to retirements and to out-migration to better wage-paying jurisdictions during the building boom of a few years ago.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress of Treaty Land Entitlement (TLE) land transfers is measured by the number of acres of land transferred by Manitoba to Canada.	Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations and may lead to increased economic and social opportunities for them as their land base is increased. In August 2006, a commitment of 150,000 acres per year for the next four years was made by Canada and reaffirmed by the Premier. The annual amounts transferred each year is calculated in August of the year In November 2009, the Auditor General's office audited TLE implementation (Value for Money Audit) and provided recommendations in a report to the Legislative Assembly that ANA is obligated to implement.	Under existing TLE agreements, Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.	As at March 31, 2006, Manitoba has transferred 195,907 acres (14%) of Crown land and/or residual interests in land to Canada. As of March 31, 2007, Manitoba has transferred 295,689 acres (21%) of Crown land and/or residual interests in land to Canada. As of March 31, 2008, Manitoba has transferred 427,926 acres (30%) of Crown land and/or residual interests in land to Canada. As of March 31, 2009, Manitoba has transferred 458,418 (31%) of Crown land and/or residual interests in land to Canada. As of March 31, 2010, Manitoba has transferred 504,887 (36%) of Crown land and/or residual interests in land to Canada.	Number of acres transferred increasing. The amount of land transferred in a given year is dependent on numerous parties and reflects years of effort leading up to transfer. As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase.	Although a reflection of Manitoba meeting its Constitutional obligations, acreage transferred to Canada in a given year reflects work that has occurred over a number of years. It is also a limited measure of its potential impact on the economic benefit of land transfers. For example, a relatively small parcel of land transferred to reserve status that is close to an urban centre may have much greater impact than a very large parcel in a far northern location that has been selected for purely cultural or historical reasons by the Entitlement First Nation. In the land transfer process, Manitoba transfers the land to Canada, who then sets the land apart as reserve for the use and benefit of the First Nation. Although Manitoba is involved in the second part of the process, it does not control it. In this measurement, we are reporting the land transferred by Manitoba to Canada.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress of hydro-electric development settlement agreements is measured in part, by the number of acres/parcels transferred by Manitoba to Canada and converted to Reserve or survey and transfer of "fee-simple" lands to the band-based Land Corporation. Progress of the Resource Management Boards is also measured. Payment streams are coordinated.	Fulfillment of Manitoba's obligations under each Agreement: land, Resource Management Boards and financial compensation.	14 hydroelectric settlement agreements were signed between 1977 and 2008 with a total of approximately 350,000 acres to be converted to reserve status or transferred to a band-based land corporation. Eight of the settlement agreements have Resource Management Boards, each with a required minimum of four meetings per year.	As of March 31, 2010 Manitoba has transferred 36,079 acres to Canada for reserve creation. As of March 31, 2010 Manitoba has coordinated a minimum of four meetings per year with five of the eight of Resource Management Boards. In 2003/04 Manitoba and Manitoba Hydro implemented a 15-month Action Plan with Cross Lake First Nation. On-going yearly Action Plans have been implemented at a cost of approximately $5.6 million each year to meet obligations within the Northern Flood Agreement and Orders of the NFA Arbitrator.	Similar to the TLE process, the amount of land transferred under each settlement agreement is depended on numerous factors, some of which are beyond Manitoba's control. Each Resource Management Board to hold a minimum of four Board meeting each fiscal year. 2009/10 Action Plan ($5.6M) implemented at Cross Lake, Manitoba's cost was $250,465. Programs include Commercial Trapping, Domestic Fishing, Hot Lunch Program, Alternative Foods and Gardening and Nelson River Sturgeon Board.	Manitoba is signatory to 14 hydroelectric settlement agreements and has obligations to fulfill the requirements as set out in the Agreements.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress of negotiations is measured by number of agreements finalized and implemented.	Fulfillment of Manitoba's obligations under various commitments, (e.g. Sign-off on two outstanding hydroelectric development settlement agreements will satisfy the requirements of legal claims filed by Cross Lake and Norway House Community Councils).	Eight agreements are currently in various stages of negotiations, (e.g. Once the settlement agreements are signed by Manitoba, Manitoba Hydro and the Communities of Cross Lake and Norway House, it will release the legal claim against Manitoba).	Manitoba made commitments that outline obligations (e.g. In 1992 Cross Lake and Norway House Community Councils filed Statement of Claims in the Court of Queens Bench against Manitoba, Manitoba Hydro and Canada. On April 30, 2003 Cross Lake and Norway House Community Councils, Manitoba and Manitoba Hydro signed Agreements-in-Principle to guide the completion of comprehensive settlement agreements).	Increasing pressure from First Nations/Communities to conclude negotiations and finalize agreements. The negotiations are at different stages in the process and final agreements are subject to Cabinet approval. (e.g. On June 16, 2010, Cross Lake Community voted in favor of the Settlement Agreement. Norway House community is in the Crown Consultation stage and once this is completed the community approval process will commence).	Various target dates are depended on numerous factors, many of which are beyond Manitoba's control, (e.g. the draft settlement agreements are subject to Crown obligation consultations and the community approval process).
The autonomy of communities recognized under The Northern Affairs Act as measured by the number of those communities meeting the criteria for incorporation.	Incorporation represents the most autonomous and independent status that a community can achieve.	As of March 31, 2006, two communities out of 50 were incorporated. Incorporation is not a viable option at this time for all of the 50 Northern Affairs communities.	As of March 31, 2009, the number of communities incorporated remained at two.	The first community to incorporate was in 1999. In total, three communities have incorporated, one of which has since transferred to reserve status in 2005-06.	The Local Government Development Division actively promotes incorporation for communities that have achieved an advanced level of development. Communities making this transition are supported with additional resources for the first two years after incorporation.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
	Our goal is to see the number of incorporated communities increasing over time. The decision to incorporate is solely that of each individual community.	Our intention is to shift the indicator to a measure of the number of communities meeting the criteria for incorporation.	An analysis will be undertaken to determine the number of communities meeting the criteria for incorporation and we will report on and track that number.	Incorporation is not the best measure of community development as communities may meet the criteria yet for reasons important to them choose not to incorporate.	Two communities are expected to incorporate in 2009-10.
The renewal or replacement of water treatment facilities as measured by the number of facilities upgraded relative to the number of facilities being operated.	The age and condition of water treatment infrastructure is an important factor in producing potable water.	A study conducted in 2001 led to development of a replacement schedule for all 38 water treatment plants.	To March 31, 2010 upgrades or replacements were completed on 15 of 38 facilities and upgrading projects were in progress for another 2 facilities.	Water treatment facilities are being replaced on a priority basis and upgrades are completed or in progress on 45% of total facilities.	Water treatment plants have been identified as a priority and included in ANA's capital plan as such. This is a provincial priority and funding has been provided to meet the target.